

*"Finding and training dedicated workers is necessary to growing both a business and an economy. As a proud Registered Apprenticeship member, UPS is committed to helping equip workers with necessary skills to contribute to that growth."*

—Patrick O’Leary, Human Resources and Veterans Affairs Manager, United Parcel Service

## Join These Pathways2Paychecks Apprenticeship Leaders

- San Diego Workforce Partnership
- The Maritime Alliance
- San Diego Chapter of the National Tooling & Machining Association
- Project Management Institute--San Diego Chapter
- South County Economic Development Council
- San Diego Futures Foundation
- California College San Diego
- UCSD Extension
- California Inter-Agency Taskforce on Apprenticeship Expansion
- California Department of Industrial Relations/ Division of Apprenticeship Standards



## National Leader in Workforce Development

The tech-savvy San Diego region needs highly-skilled workers with technical expertise. We can seize the opportunity to be a national leader in workforce development by creating an educational model that is an alternative to college. Join the conversation by giving your input on how to address the skills gap.

Add to your company’s talent pool. Find an apprentice that meets your company’s need. We actively recruit individuals with disabilities, veterans and women for our apprenticeships.



### ABLE-DISABLED ADVOCACY

4283 El Cajon Boulevard, Suite 110  
San Diego, CA 92105

As a workforce solutions training innovator, Able-Disabled Advocacy is proud to establish the first IT and project management apprenticeships in the State of California.

Pathways2Paychecks Program  
John Gentile  
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Be a workforce training innovator...

it's in your hands



Join San Diego’s regional effort to pilot new apprenticeship training in:

- Information Technology
- Project Management
- Advanced Manufacturing

Ask about our employer training subsidies  
**Call (619) 231-5990 x309**

Able-Disabled Advocacy’s **Pathways2Paychecks Program** has received \$3.2 million from the U.S. Department of Labor’s American Apprenticeship Initiative to expand apprenticeships



**ABLE-DISABLED ADVOCACY**

[www.able2work.org](http://www.able2work.org)

# Pathways2Paychecks

Apprenticeships SAN DIEGO 2016

## Train America's Workers

Apprenticeships are designed as “earn and learn” training experiences that combine work-based learning with related classroom instruction using the highest industry standards. While 75 years ago, the early apprenticeship system began in construction and other skilled trades, the 21st century apprenticeships provide learning on the job for more than 1,000 occupations. In the U.S. today, there are 450,000 apprentices working for 150,000 companies.

The Pathways2Paychecks program is part of a federal initiative to double the numbers of apprenticeships over the next five years and prepare American workers for highly technical jobs.

## Today's Most In-Demand Skills

Apprenticeships have two major components: classroom instruction and on-the-job learning.

Our apprentices have skills to bring to employers because their classroom training is provided prior to their starting work.



Learning is linked to industry-recognized credentials such as:

- Network+
- Security+
- Operating systems certifications
- Server certifications
- Project Management Professional (PMP)
- Advanced manufacturing certifications

When you hire an apprentice that meets your company's needs, you grow your talent pool.

Pathways2Paychecks provides training programs and awards employers thousands of dollars to offset their costs.

## Benefits to Employers

As an employer, you will be able to provide input on the requirements and training for the apprentices you hire.

- Improve productivity and profitability
- Participate in standardized training
- Reduce turnover
- Expand workforce diversity
- Earn tax credits for hiring veterans.

## Call Able-Disabled Advocacy

619-231-5990, ext. 309

to take advantage of employer subsidies.

*“We will always maintain our apprenticeship program because we value our highly engaged, creative, and innovative people. We have seen triple digit return on our investment from our apprentice graduates even during difficult economic conditions. Our people are the reason for our company's success.”*

—David R. Getty, Communications Manager, Oberg Industries

